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County of Los Angeles COMMUNITY AND SENIOR SERVICES

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Enriching Lives Through Effective and Caring Service

Cynthia D. Banks
Director

Otto Solórzano
Chief Deputy

October 29, 2012

TO: Supervisor Zev Yaroslavsky, Chairman
Supervisor Gloria Molina
Supervisor Mark Ridley-Thomas
Supervisor Don Knabe
Supervisor Michael D. Antonovich

FROM: Cynthia D. Banks, Director

SUBJECT: **AUGUST 28, 2012 AGENDA ITEM NO. 8: RECOMMENDATION AS SUBMITTED BY SUPERVISORS RIDLEY-THOMAS AND KNABE**

On August 28, 2012, your Board directed the Chief Executive Office to work with Community and Senior Services (CSS) to identify how services within the existing Workforce Investment Act (WIA) program can be expanded to include a year-round subsidized employment program for the youth of Los Angeles County. Your Board also asked for a plan to establish this program.

In response to your Board's direction, on September 20, 2012, the Workforce Investment Board approved \$1.1 million to start a subsidized employment program under the existing WIA Youth Program. CSS will target about 130 youth ages 17-21 with an estimated 700 hours of paid subsidized employment.

Subsidized employment is a youth's first experience in the labor market and is often in entry level positions, such as clerical, maintenance, library/front office assistance, etc., coupled with career exploration, vocational and occupational training, assessments to identify skill level and career interests, and support services. These youth are low income per WIA requirements and have barriers; i.e., social, education, such as foster and probation youth. The main components of the Subsidized Employment program include:

- **Paid Work Experience** to provide these youth with new skills and experience to assist them in overcoming barriers to long-term employment.

- **On-the-Job Training (OJT)** which reimburses employers up to 90% of wages paid as an incentive for the employer to hire the participant on a permanent basis following the OJT assignment. The duration of the OJT assignment can vary based on the occupation. OJT opportunities will be available in a variety of key industries in the County.
- **Pre-apprenticeships/Apprenticeships** in key industry sectors including construction, hospitality and health care. CSS is working with programs such as UCLA Labor Center, the California Construction Academy, community colleges and other pre-apprenticeships training programs to increase the possibilities that these youth will move to permanent jobs in key industries in the County. Pre-apprenticeship opportunities can be paid from the Subsidized Employment Program. Apprenticeships are paid by the employer.

To ensure that youth pursue educational goals concurrently with their subsidized employment, youth in subsidized employment will also receive additional supportive services such as placement services, enrollment in a college or university, or attainment of a degree or diploma. The year-round program will begin in November. Sixteen youth agencies will be participating in this program. Consistent with prior practice, CSS will send monthly reports to your offices on the outcomes of this program.

Please let me know if you have any questions.

CDB:mm

c: Chief Executive Officer
Executive Officer, Board of Supervisors
